

EXHIBIT F

13626

Received: from DS0PR20MB4984.namprd20.prod.outlook.com (2603:10b6:8:c8::19) by BYAPR20MB2791.namprd20.prod.outlook.com with HTTPS; Thu, 4 Apr 2024 18:25:06 +0000

Received: from PH7PR20MB6139.namprd20.prod.outlook.com (2603:10b6:510:2a7::15) by DS0PR20MB4984.namprd20.prod.outlook.com (2603:10b6:8:c8::19) with Microsoft SMTP Server (version=TLS1_2, cipher=TLS_ECDHE_RSA_WITH_AES_256_GCM_SHA384) id 15.20.7409.46; Thu, 4 Apr 2024 18:25:03 +0000

Received: from PH7PR20MB6139.namprd20.prod.outlook.com ([fe80::2d03:50a8:c4ce:4126]) by PH7PR20MB6139.namprd20.prod.outlook.com ([fe80::2d03:50a8:c4ce:4126%5]) with mapi id 15.20.7409.042; Thu, 4 Apr 2024 18:25:03 +0000

From: Curtis Brown <curtisb@srnr-us.com>

To: Malcolm Futhey <malcolm@futheyfirm.com>

CC: Christina Shickles <cshickles@legacyrestorationllc.com>, Greg Brinkmeyer <gbrinkmeyer@legacyrestorationllc.com>, Kale Walters <kalew@srnr-us.com>, Luc

Rubin <lrubin@legacyrestorationllc.com>, Leah Raffles <leahr@srnr-us.com>
Subject: Company IT Policy

Thread-Topic: Company IT Policy

Thread-Index: AdqGvPb+xTIZD27WQCWumLug8jsfyQ==

Date: Thu, 4 Apr 2024 18:24:59 +0000

Message-ID:

<PH7PR20MB61392C6432A581E643DC6A14EB3C2@PH7PR20MB6139.namprd20.prod.outlook.com>

Accept-Language: en-US

Content-Language: en-US

X-MS-Exchange-Organization-AuthAs: Internal

X-MS-Exchange-Organization-AuthMechanism: 04

X-MS-Exchange-Organization-AuthSource: PH7PR20MB6139.namprd20.prod.outlook.com

X-MS-Has-Attach:

X-MS-Exchange-Organization-Network-Message-Id:

7859380b-5076-4ca5-c6d6-08dc54d48956

X-MS-Exchange-Organization-SCL: 1

X-MS-TNEF-Correlator:

x-ms-publictraffictype: Email

X-Microsoft-Antispam-Mailbox-Delivery:

ucf:0;jmr:0;auth:0;dest:I;ENG:(910001)(944506478)(944626604)(920097)(425001)(930097)(140003)(1420198);

X-Microsoft-Antispam-Message-Info:

+soXoVTn35kACXVSqpbUYcOP9V+Vpu2EmDG1W3CTtxC9LJdGH1K7tuL8yug42AY9z+K+8yYCgnJQUx60i5G
qROqBy8FJmL3eLRMaWhF2yAqy6CNDuk+gTUaAmPWAV5o0yCcyi2/qXQQ8kOPA8Yux39THsjuhZtD3k3QyJ6
KgZLSE4EAHA03fjPp506CuVXuWf5pcGxhl86xVqf3mGcmAuJ7H7bwD71EFi42DG3otq5Uu4WZ00UI1h9dtw
kjE9ZKHgOFIY+x5+cJMRH4EBHB0g/dYPFuqIvRSX0Jyr9Ar16xBaox/VkXVavfSIINJuClTJ79yS7JdYB2Y
92CjWDZpXm8A99y10gAU8JVjz+QIQpHzsxxYH/sKxsM6fujx3dsyZr3Ke4X8y6uLG0TpBne0BHLHYJNcehQ
ZYmyWxSGcBs3s0etET6pAisz4hsmhD5yerNp9mXAmD7wj1V8EwV+pDRQKN1AlGGw1xa2FxoDP1RQYM5RXp4
7k5RNsF/YsZPrRAR0IFYyaEkVvGnYqemS/SypoaJeVnQrTNRZa/e6/A5tcBRu+VV6EG+jXfTbyIjF4I+42g
B/8yR9L/JWhbt2BLw9tYQ5a2xkb1AOCiumtTilX8jjQZzByXj7/2o6iI+o/P3tM7cj+24Pup8JVIPHVaRst

IszN5u9LQfUzYfyljZXEwd9cv8NhuIu+bTR4Zhb0XNhx6BL0cFzwZ59XMhvQM/tMfv0GLEV1VR4Y/rnCwgn
 WR/k8Vt10nMOUefR5UvtpoE53uLXcpspzfDlc6kwWew==

Content-Type: multipart/alternative;

boundary="_000_PH7PR20MB61392C6432A581E643DC6A14EB3C2PH7PR20MB6139namp_"

MIME-Version: 1.0

--_000_PH7PR20MB61392C6432A581E643DC6A14EB3C2PH7PR20MB6139namp_

Content-Type: text/plain; charset="Windows-1252"

Content-Transfer-Encoding: quoted-printable

Malcolm, following up on our conversation last week=85.below is the relevan=
 t portion of our company handbook that we believes covers us in the followi=
 ng action:

Many of our employees have @gmail email addresses. 100% of them were set up=
 by the company; in most cases it was a local office manager. We are migrat=
 ing those accounts to a company domain. To do so, we need their passwords. =
 We are asking for a brief review and confirmation that the policy below pro=
 tects the company=92s right to demand access to those company email account=
 s that were all created and furnished to the employee by the company.

<https://drive.google.com/file/d/1Xax8AX6DgabuHb01FvbBE8K97RWXHYyg/view><<http://nam12.safelinks.protection.outlook.com/?url=3Dhttps%3A%2F%2Fdrive.google.com%2Ffile%2Fd%2F1Xax8AX6DgabuHb01FvbBE8K97RWXHYyg%2Fview&data=3D05%7C02%7Ccleahr%40srnr-us.com%7C7859380b50764ca5c6d608dc54d48956%7C49a992fd30344f4c=ac5feef45d051b45%7C0%7C0%7C638478519066035030%7CUnknown%7CTWFpbGZsb3d8eyJWI=jojMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Iik1haWwiLCJXVCi6Mn0%3D%7C0%7C%7C%7C&=sdata=3DIV5PhXl2SoDUhCBbYRczhFAGyzp4uNDemvAH0dMOYjU%3D&reserved=3D0>>

Company Property

All Company IT is the Company=92s property. All information that is tempora=
 rily or

permanently stored, transmitted, or received with the aid of Company IT rem=
 ains the sole

and exclusive property of the Company.

In addition, all data temporarily or permanently received, collected, downl=
 oaded,

uploaded, copied, and/or created on Company IT, and all data temporarily or

permanently received, collected, downloaded, uploaded, copied, and/or creat=
 ed on non-

Company computers used for Company business that relates in any manner to t=
 he

Company=92s business is subject to monitoring by the Company, is the exclus=
 ive property of

the Company and may not be copied or transmitted to any outside party or us=
 ed in any

manner that violates this policy.

Employee Handbook Page 38

All software that has been installed on Company IT may not be used in any manner

that violates this policy.

Upon termination of employment, employees are prohibited from removing any software, documents, or data from Company IT and must completely remove all data

collected, downloaded, and/or created on non-Company computers used for Company

business that relate in any manner to the Company's business. Upon request of the

Company, a terminating employee will provide proof that such data has been removed

from all personal computers used for Company business.

Curtis Brown

HR Director

Southern R&R Corporate

5865 Ridgeway Center Pkwy, Suite 200

Memphis, TN, 38120

New email address: curtisb@srnr-us.com<<mailto:curtisb@srnr-us.com>>

(901) 616-7718

--_000_PH7PR20MB61392C6432A581E643DC6A14EB3C2PH7PR20MB6139namp_

Content-Type: text/html; charset="Windows-1252"

Content-Transfer-Encoding: quoted-printable

```
<html xmlns:v=3D"urn:schemas-microsoft-com:vml" xmlns:o=3D"urn:schemas-microsoft-com:office:office" xmlns:w=3D"urn:schemas-microsoft-com:office:word" xmlns:m=3D"http://schemas.microsoft.com/office/2004/12/omml" xmlns=3D"http://www.w3.org/TR/REC-html40"><head>
```

```
<meta http-equiv=3D"Content-Type" content=3D"text/html; charset=3DWindows-1252">
```

```
<meta name=3D"Generator" content=3D"Microsoft Word 15 (filtered medium)">
```

```
<style><!--
```

```
/* Font Definitions */
```

```
@font-face
```

```
{font-family:"Cambria Math";
panose-1:2 4 5 3 5 4 6 3 2 4;}
```

```
@font-face
```

```
{font-family:Aptos;}
```

```
/* Style Definitions */
```

```
p.MsoNormal, li.MsoNormal, div.MsoNormal
```

```
{margin:0in;
font-size:12.0pt;
font-family:"Aptos",sans-serif;
```

```

        mso-ligatures:standardcontextual;}
a:link, span.MsoHyperlink
    {mso-style-priority:99;
    color:#467886;
    text-decoration:underline;}
span.EmailStyle17
    {mso-style-type:personal-compose;
    font-family:"Aptos",sans-serif;
    color:windowtext;}
.MsoChpDefault
    {mso-style-type:export-only;}
@page WordSection1
    {size:8.5in 11.0in;
    margin:1.0in 1.0in 1.0in 1.0in;}
div.WordSection1
    {page:WordSection1;}
--></style><!--[if gte mso 9]><xml>
<o:shapedefaults v:ext=3D"edit" spidmax=3D"1026" />
</xml><![endif]>--><!--[if gte mso 9]><xml>
<o:shapelayout v:ext=3D"edit">
<o:idmap v:ext=3D"edit" data=3D"1" />
</o:shapelayout></xml><![endif]>-->
</head>
<body lang=3D"EN-US" link=3D"#467886" vlink=3D"#96607D" style=3D"word-wrap:=
break-word">
<div class=3D"WordSection1">
<p class=3D"MsoNormal">Malcolm, following up on our conversation last week=
=85.below is the relevant portion of our company handbook that we believes =
covers us in the following action:<o:p></o:p></p>
<p class=3D"MsoNormal"><o:p>&nbsp;</o:p></p>
<p class=3D"MsoNormal">Many of our employees have @gmail email addresses. 1=
00% of them were set up by the company; in most cases it was a local office=
manager. We are migrating those accounts to a company domain. To do so, we=
need their passwords. We are asking
for a brief review and confirmation that the policy below protects the com=
pany=92s right to demand access to those company email accounts that were a=
ll created and furnished to the employee by the company.
<o:p></o:p></p>
<p class=3D"MsoNormal"><o:p>&nbsp;</o:p></p>
<p class=3D"MsoNormal"><o:p>&nbsp;</o:p></p>
<p class=3D"MsoNormal"><a href=3D"https://nam12.safelinks.protection.outloo=
k.com/?url=3Dhttps%3A%2F%2Fdrive.google.com%2Ffile%2Fd%2F1Xax8AX6DgabUhb01F=
vbBE8K97RWXHYyg%2Fview&data=3D05%7C02%7Ccleahr%40srnr-us.com%7C7859380b5=
0764ca5c6d608dc54d48956%7C49a992fd30344f4cac5feef45d051b45%7C0%7C0%7C638478=
519066035030%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLC=
JBtIiI6Ikh1aWwiLCJXVCi6Mn0%3D%7C0%7C%7C%7C&sdata=3DIV5PhXl2SoDUhCBbYRczh=
FAGyzp4uNDemvAH0dMOYjU%3D&reserved=3D0" originalsrc=3D"https://drive.go=
ogle.com/file/d/1Xax8AX6DgabUhb01FvbBE8K97RWXHYyg/view" shash=3D"QvFhRZlZ4S=
ZUnAwLR01MBArfTDxkN4Hypk0yK+zDA8ab+/yKI5+JVJR+G65tN6muztIEgJ7o+yIj3cLJQaMRl=
ZNjj8wAo79354w0qUdhukYw1aJ/q0XxUcuZyDXF9+X1xQpXt1yVTfdF106n71ZUyH7L6x6XNrSG=

```

1ie0prNIquk=3D"><https://drive.google.com/file/d/1Xax8AX6DgabuHb01FvbBE8K97R=WXHYyg/view><o:p></o:p></p>

<p class=3D"MsoNormal"><o:p> </o:p></p>

<p class=3D"MsoNormal"><o:p> </o:p></p>

<p class=3D"MsoNormal">Company Property<o:p></o:p></p>

<p class=3D"MsoNormal">All Company IT is the Company=92s property. All information that is temporarily or<o:p></o:p></p>

<p class=3D"MsoNormal">permanently stored, transmitted, or received with the aid of Company IT remains the sole<o:p></o:p></p>

<p class=3D"MsoNormal">and exclusive property of the Company.<o:p></o:p></p>>

<p class=3D"MsoNormal">In addition, all data temporarily or permanently received, collected, downloaded,<o:p></o:p></p>

<p class=3D"MsoNormal">uploaded, copied, and/or created on Company IT, and = all data temporarily or<o:p></o:p></p>

<p class=3D"MsoNormal"><o:p> </o:p></p>

<p class=3D"MsoNormal">permanently received, collected, downloaded, uploaded, copied, and/or created on non-<o:p></o:p></p>

<p class=3D"MsoNormal">Company computers used for Company business that relates in any manner to the<o:p></o:p></p>

<p class=3D"MsoNormal"><o:p> </o:p></p>

<p class=3D"MsoNormal">Company=92s business is subject to monitoring by the Company, is the exclusive property of<o:p></o:p></p>

<p class=3D"MsoNormal">the Company and may not be copied or transmitted to = any outside party or used in any<o:p></o:p></p>

<p class=3D"MsoNormal">manner that violates this policy.<o:p></o:p></p>

<p class=3D"MsoNormal"><o:p> </o:p></p>

<p class=3D"MsoNormal">Employee Handbook Page 38<o:p></o:p></p>

<p class=3D"MsoNormal">All software that has been installed on Company IT may not be used in any manner<o:p></o:p></p>

<p class=3D"MsoNormal">that violates this policy.<o:p></o:p></p>

<p class=3D"MsoNormal">Upon termination of employment, employees are prohibited from removing any<o:p></o:p></p>

<p class=3D"MsoNormal">software, documents, or data from Company IT and must completely remove all data<o:p></o:p></p>

<p class=3D"MsoNormal">collected, downloaded, and/or created on non-Company= computers used for Company<o:p></o:p></p>

<p class=3D"MsoNormal">business that relate in any manner to the Company=92s business. Upon request of the<o:p></o:p></p>

<p class=3D"MsoNormal">Company, a terminating employee will provide proof that such data has been removed<o:p></o:p></p>

<p class=3D"MsoNormal">from all personal computers used for Company business.<o:p></o:p></p>

<p class=3D"MsoNormal"><o:p> </o:p></p>

<p class=3D"MsoNormal">

Curtis Brown<o:p></o:p></p>

<p class=3D"MsoNormal" style=3D"background:white"><span style=3D"font-famil=

y:"Times New Roman";,serif;color:#888888;mso-ligatures:none">HR Di=

rector<span style=3D"font-family:"Arial";,sans-serif;color:=

#888888;mso-ligatures:none"><o:p></o:p></p>

<p class=3D"MsoNormal" style=3D"background:white"><span style=3D"font-fa=

mily:"Times New Roman";,serif;color:#888888;mso-ligatures:none">So=

uthern R&R Corporate <span style=3D"font-family:"A=

rial";,sans-serif;color:#888888;mso-ligatures:none"><o:p></o:p><=

/p>

<p class=3D"MsoNormal" style=3D"background:white"><span style=3D"font-famil=

y:"Times New Roman";,serif;color:#888888;mso-ligatures:none">5865 =

Ridgeway Center Pkwy, Suite 200<span style=3D"font-family:"Aria=

l";,sans-serif;color:#888888;mso-ligatures:none"><o:p></o:p></p>

<p class=3D"MsoNormal" style=3D"background:white"><span style=3D"font-famil=

y:"Times New Roman";,serif;color:#888888;mso-ligatures:none">Memph=

is, TN, 38120<span style=3D"font-family:"Arial";,sans-serif=

;color:#888888;mso-ligatures:none"><o:p></o:p></p>

<p class=3D"MsoNormal" style=3D"background:white"><span style=3D"font-famil=

y:"Times New Roman";,serif;color:#888888;mso-ligatures:none">New e=

mail address: <a href=3D"mailto:curtisb@srnr-us.com" target=3D"_blank"=

>curtisb@srnr-us.com<span s=

tyle=3D"font-family:"Arial";,sans-serif;color:#888888;mso-ligature=

s:none"><o:p></o:p></p>

<p class=3D"MsoNormal" style=3D"background:white"><span style=3D"font-famil=

y:"Times New Roman";,serif;color:#888888;mso-ligatures:none">(901)=

616-7718<span style=3D"font-family:"Arial";,sans-serif;col=

or:#222222;mso-ligatures:none"><o:p></o:p></p>

<p class=3D"MsoNormal"><o:p> </o:p></p>

</div>

</body>

</html>

--_000_PH7PR20MB61392C6432A581E643DC6A14EB3C2PH7PR20MB6139namp_--

<?xml version="1.0" encoding="UTF-8"?>

<!DOCTYPE plist PUBLIC "-//Apple//DTD PLIST 1.0//EN"

"http://www.apple.com/DTDs/PropertyList-1.0.dtd">

<plist version="1.0">

<dict>

<key>conversation-id</key>

<integer>12170</integer>

<key>date-last-viewed</key>

<integer>0</integer>

<key>date-received</key>

<integer>1712255106</integer>

<key>flags</key>

<integer>8590195713</integer>

<key>remote-id</key>

<string>AAMkAGNhNWQwNDkzLTQ0NDEtNGUwMS1hYTY0LWI0NWl0YzNiYjMwOQBGA4pZyOxzX9QZH

BCe2ZARXvBwCJouhss1xISaJUNpmaHbR/AAAc8snuAACJouhss1xISaJUNpmaHbR/AABaZQ91AAA=</stri

ng>

</dict>
</plist>